

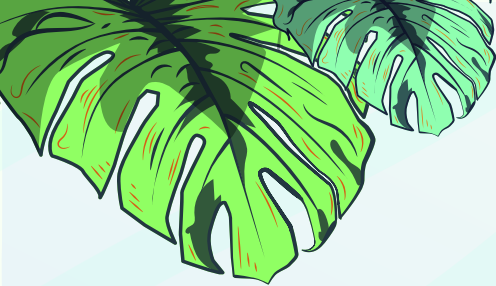
ANNEX. GEE-POL-001

Policy to Human Richness Ecopetrol Group



*Our
energy*


ecopETROL
GROUP



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Ecopetrol Weaves Diversity. Delivery of the artistic tapestry built between workers of the Ecopetrol Group and the Tejedoras de Mampuján.

Bogotá, 21 May 2024



* Presentation

This document, titled *Policy to Human Richness*, contains the objective, strategic lines, perspectives, theory of change, model (essence), tactics and recommendations of the Human Richness Strategy, formerly called Diversity, Equity, Inclusion and Belonging Strategy (DEIB).

By *human richness* we mean our essence as a company. It is an invitation to value diversity, recognize equity, enhance inclusion and embrace belonging, so that all people feel safe and can express their authenticity. Human richness is who we are and characterizes each person in the Ecopetrol Group. It is about understanding all the diversity and making the necessary adjustments so that all people can participate (Alegría Polanía, 2023; & GPTW, 2024).





A story that is increasingly diverse, equitable, inclusive, and values belonging

The Ecopetrol Group has led the implementation of practices of diversity, equity, inclusion and belonging (hereinafter DEIB), promoted through cultural declaration. This has made it possible that today we have the concept of human richness as a fundamental process for the entire organization that seeks the guarantee of rights for all people. Let's learn a bit about the story:

2018.

The Ecopetrol Group designs the Diversity and Inclusion Program as one of its strategic levers for organizational talent.

2019.

The implementation of the Diversity and Inclusion Program begins within the framework of that year's Leaders' Meeting. Moreover, the affirmative action measure with a gender focus is enacted for leadership vacancies.



2020.

The Diversity and Inclusion Guide and the Inclusive Language Guide are included as part of the documents in the Ecopetrol Group's management system.

2021.

Inclusion of the DEI approach in the Guide of Labor aspects in activities contracted by Ecopetrol, to encourage in our chain the DEI practices.

2022.

Creation of the Diversity Policy in the formation of the Ecopetrol Board.

2023.

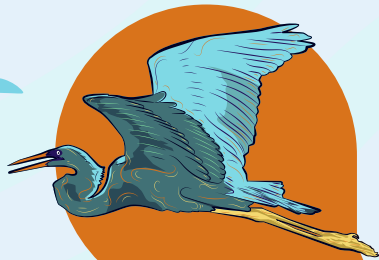
For this year, the DEI approach was already incorporated in several important documents of the Group, among which stand out: the Comprehensive Policy, the Code of Ethics and Conduct, the Guide to Human Rights, among others.

- The threshold of women in leadership positions is exceeded by one percentage point from 2022 to 2023, rising from 30 to 31% (it should be noted that it begins in 2018 with 18%), and DEI Expeditions are carried out to connect with the territories.

2024.

For the first time, a comprehensive strategy for human richness is being designed. This strategy aims to live and incorporate diversity, equity, inclusion and belonging in the culture of the Ecopetrol Group through products and services that allow territorial dialog, safe environments for all people and the generation of alliances with actors that value human richness.

- As part of the actions of Culture, Development and Live, the First Knowledge Gathering is created, a space that convenes all the companies of the Ecopetrol Group to align with the cultural declaration and the actions of Human Richness.
- We achieved the Gold Seal of Equity, the ANDI Seal of Inclusive Companies and reached more than 7 thousand people through innovative pedagogy.





Objective

This policy presents the guidelines for incorporating the approach of diversity, equity, inclusion and belonging in the Ecopetrol Group. It also provides guidance to understand human richness and enhance its genuine and comprehensive adoption in all areas of the company and the Group.





* General conditions

4.1. Definitions

The following are the key concepts to consider in understanding the content of this document.

Diversity: it encourages us to value the characteristics that make us unique individuals. To recognize our differences and, with them, what gives us authenticity. In our company, diversity is reflected in ethnic identity, physical ability, physiognomy, genetic characteristics, age, religious beliefs, political or philosophical ideology, educational level, nationality, family origin, language, gender identity, sexual orientation, socioeconomic level and many other socio-cultural characteristics. We invite you to embrace diversity!



Equity: it means that all people should have fair access to social and economic opportunities that enable their personal and professional development. It's about finding ways to provide a fair share, one that considers the barriers that diverse people have faced.

Inclusion: relates to the creation of environments (processes, practices and behaviors) where people feel welcome, valued and understood from their unique identity, skills and lives. Real inclusion values diversity, respects and embraces the principles of equity, so that all people can participate actively in societies. ✨

Belonging: is the experience of feeling an integral part of a workplace or community. By feeling included, each person will give their best. It also connects closely with the concepts of diversity, equity and inclusion, by valuing all aspects of identity. It means treating all people as indispensable members of the team, encouraging them to maintain their authenticity within the organization.

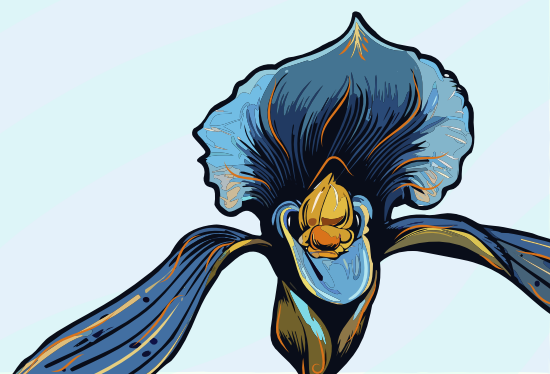
✖ **Intersectionality:** refers to the multiple identities or social categories that are superimposed on each person and that place them in places of privilege or oppression, as well as giving them advantages or disadvantages.

Gender-based violence (GBV): is any form of violence, whether physical, sexual, or psychological directed against a person, or group of people, because of their gender. This term allows us to underline the fact that gender-based structural power differences put women and girls at risk from multiple forms of violence (UN Women, 2023).

✖ **Culture:** is the set of principles, behaviors, beliefs, norms, habits, traditions, attitudes and lives that guide people in an organization. It is a system of shared meanings that distinguishes one organization from others.

Reasonable Adjustments: These are necessary and appropriate (reasonable) modifications and adaptations (adjustments) of the working, social, communicational, political, cultural, attitudinal and physical environment in order to guarantee people the full enjoyment and exercise of all their fundamental rights and freedoms, on an equal basis with all other people. These adjustments are used to promote equal opportunities. ✨

These concepts will be updated on a contextual and regular basis.



4.2. Associated documents

Documents related to the commitment to diversity, equity, inclusion and belonging are referred to below.

- Comprehensive Ecopetrol (SGC-POL-001)
- Guide of Ethics and (SCI-B-001)
- Guide to Human (GEE-G-035)
- TH Corporate Guidelines Guide for Subsidiaries (GEE-G-007)
- Ecopetrol model culture (GTH-G-067)
- Guide to labor aspects in activities contracted by (GAB-G-013)
- Inclusive Language and Communication Guide
- Talent Selection (GTH-G-056)
- Manifesto on Diversity and Inclusion in Personal Style and Attire Expression (GTH-G-166)
- Guide for the prevention and care of sexual harassment and/or discrimination in the workplace (SCI-G-005)
- Strategy for the Integral Management of the Territory (GEE-N-001)
- Procedure for the resettlement of population under development of operations and projects (GDEP-023)
- Guide for engagement with ethnic communities (GDE-G-006)
- Procedure for prior consultations (GDE-P-008)
- Due diligence instruction for handling complaints and threats or effects on the personal integrity and well-being (SRC-I-001)



4.3. Marco legal

The Human Richness Policy will give the implementation guidelines to all the companies of the Group that have a presence in the different countries, therefore, the normative framework that sustains it is based on treaties and international regulations.

In so doing, this Policy adheres to the United Nations Guiding Principles on Business and Human Rights (UNGP); the Ten Principles of the Global Compact and the OECD Guidelines for Multinational Enterprises; the United Nations Declaration on the Human Rights of People of African Descent; the United Nations Declaration on the Rights of Indigenous Peoples; the United Nations Principles for the Empowerment of Women; the Principles of Conduct for Business for the Protection of LGBTI Persons of the Global Compact; the Basic Principles and Guidelines on the Right of Victims of Gross Violations of International Human Rights Law and of Serious Violations of International Humanitarian Law to Remedy and Reparations; the Declaration on the Promotion of the Ideals of Peace among Youth mutual respect and understanding among peoples; and to the Inter-American Convention on the Human Rights of Older Persons, and commits to the Guide for Business on the Rights of Persons with Disabilities and to the ILO Guide to Ethnic Diversity at Work.

It also commits to following the Voluntary Principles on Safety and Human Rights, ILO Convention 169, and the Performance Standards established by the International Finance Corporation (IFC), especially those related to work and working conditions.

Each country should be governed by applicable local regulations to uphold the right to inclusion, respect for diversity, and equity practices of diverse population groups prioritized by each group organization.





* **Development**

5.1. Why is it important for the Ecopetrol Group to boost human richness?

The Ecopetrol Group aims to be at the forefront of companies in the energy sector in their DEIB practices. This, considering that implementing a DEIB approach positively impacts organizations. McKinsey & Company, in their study “Diversita matters: América Latina” (2020), managed to survey representatives of more than 700 companies in the region and from different sectors and found that companies with robust DEIB practices have a comparative advantage with



those that do not have them, making them more competitive. In companies:

- Increases innovation and creativity by **152%** compared to other companies.
- People are **77%** more likely to improve their performance positively.
- Improves customer service by **76%**.
- The sense of belonging improves by **72%**.
- People's positive experience reaches a satisfactory level above **50%**.
- There is a **93%** greater chance of achieving above-average financial results.
- They stand out financially **25%** more than their peers in the region. In Colombia this figure rises to **28%**, when you have leaders with gender diversity.



- While these figures show a significant advantage derived from DEIB practices, challenges remain in Colombia, Latin America and the world.
- Women's participation in boards of directors is **21.2%**, of which only **0.4%** are Afro women (CESA, 2022).
- Afro-descendants in managerial positions do not exceed **6%**. For indigenous women, the figure is **1%** (ANDI, 2019).
- The wage gap for people with disabilities is **79.6%**, meaning they receive less than the current legal minimum wage (Romero, 2022).



- **Working-age population (15-28 years) unemployment rate is 16.5%** as of December 2023 (DANE, 2023).
- Only 4 out of 100 trans and non-binary people have signed an employment contract (Centro Nacional de Consultoría, 2016), and **60%** of them do not feel safe in their workplace (SDP, 2021).
- The unemployment rate for migrant women is 64%, while it is 33% for men (DANE, 2022).
- If the population victim of the armed conflict (about **9 million** people in Colombia) were productively integrated, the gaps between the countryside and the city would be closed, with an increase in exports (Fundación ANDI, USAID and ACDI/VOCA, et al, 2019).
- LGBTIQ+ people have lived job discrimination in selection processes in **80%** of the cases (SDP, 2021).



From an intersectional perspective, all these figures increase significantly.

Considering the advantages and challenges presented, for the Ecopetrol Group, adopting a diversity, equity, inclusion and belonging strategy must align to current trends, making the human rights of all people prevail under the principle of differential approach. The latter is intended to give visibility to individuals who have been excluded and marginalized due to various characteristics and, most importantly, to reach all the territories where the organization operates.



5.2. Our goal

For each person working in the Ecopetrol Group to live diversity, equity, inclusion and belonging through products and services that allow territorial dialog, promote safe environments for all people and enable alliances with actors that value human richness.



5.3. Our commitment

- Contribute to the inclusive and equitable development of the territories.¹
- Incorporate an intercultural and respectful approach to gender and sexual diversity, adaptable to people with disabilities, and an intersectional perspective that understands the multiple forms of inclusion and exclusion from diversity.
- Build a clear, simple and coherent yet rigorous language with and for all people.
- Generate a close and strategic relationship with the Ecopetrol Group companies, through the creation of work networks and synergies.
- Create collaborative networks with other sectors and other organizations (private sector, governments, civil society organizations, academia, international cooperation and media).
- Encourage spaces and practices so that people can be authentic and work in a psychologically and emotionally safe place.



¹ This Policy includes "territory" such as the institutional presence of the Ecopetrol Group in different municipalities, cities, departments, States (according to each country), and countries. Additionally, it incorporates the relationship with organizations, collectivities and territorial entities.

5.4. Our model

Our model is articulated with the Essence of the Ecopetrol Group Leader, specifically with the Connection pillar and the expression of integrity, which is elaborated in the document GTH-G-010 Guide for the Development of Leadership in Ecopetrol. This way, human richness will be transmitted through four steps:

I understand: people have the ability to understand concepts, but also the importance of human richness from an integral perspective.

I embrace it: people manage to embrace and enjoy human richness and are convinced that it is a way to contribute to a more equitable and inclusive organization and world for everyone as part of their processes, their professional lives and their development.

I multiply it: people become leaders of human richness; they acquire a sense of belonging to the organization, its cultural declarations and values, and they multiply the message of respect at all levels.

I apply it: people incorporate human richness-focused tools into their work.



5.5. Strategic Lines

The following four strategic lines are the guiding framework for all actions of human richness. All people and areas are invited to take any action with a focus on diversity, equity, inclusion and belonging to be supported by one or some of these lines:

1. **Human richness approach in territories:** all programs, initiatives, projects, among others, must be designed according to the needs and particularities of the territories and, therefore, align with the Ecopetrol Cultural Declaration (GTH-G-067) and the Strategy for Integral Territory Management (GEE-N-001).

Actions in this strategic line are aimed at promoting the DEIB through commemorations of important dates in terms of human richness, interventions in the territories with Ecopetrol Group allies and companies, among others.



2. **Innovative pedagogy:** It seeks to provide practical, innovative and scalable tools to different groups of interest, through training and on-site and online pedagogy, communication campaigns with a pedagogical approach, gender-based violence prevention strategies, among others.

3. **Reasonable Adjustments for Human Richness:** promote the adaptation of cultural (behavioral) and physical infrastructure so that all people can participate. It includes modifications to policies, processes, procedures and formats that materialize inclusion and equity, as well as adaptations to physical infrastructure that allow accessibility for all people.





4. **Strategic, sensitive and empathetic relationships:** It manages to build real actions and work hand in hand with all our groups of interest, with special emphasis on the Ecopetrol Group companies and the diverse communities, participation in workspaces and relations with public, private organizations, academia, the media, civil society organizations, among others.

The Ecopetrol Group companies must be aligned to these strategic lines. They will have a work plan articulated to the Ecopetrol Group principles, objectives, indicators and targets.



5.6. Perspectives

- **Ethnic:** promotes recognition of ethnic diversity, its practices and traditions, as well as its needs. This approach includes the different indigenous peoples, as well as the Afro-Colombian, Black, Raizal, Palenquero, Romany and migrant populations.
- **Gender:** promotes inclusion and equity practices aimed at the well-being and participation of women and LGBTIQ+ people in the different organization initiatives, as well as the challenges faced by men. 
- **Generations:** promotes the participation of young people in productive stages and older adults in the different organization processes.
- **Disability and caregiving practices:** it promotes and recognizes different types of disability (physical, sensory, mental, psychosocial and multiple), as well as the role of caregivers and the adjustments that must be made to ensure their effective participation. 
- **Reconciliation:** promotes the real and unbiased inclusion of victims, ex-combatants and retired security forces.
- **Sociocultural groups:** it promotes participatory practices and level playing field for people with diverse forms of thinking, educational, socioeconomic levels, religion or other socio-cultural characteristics that enrich conversations about diversity.

5.7. Tactics:

The tactics are part of the work plan and are presented according to the four lines of action mentioned. These will impact on the different businesses and areas of the organization according to their needs and are divided into four:

- **Communication:** Showcase practices, success stories and lives of human richness to serve as inspiration.
- **Pedagogy:** design training and updating actions on human richness to interest groups.
- **Adaptation:** adapt and update existing processes and concepts.
- **Relationship-building:** create networks, alliances and relationships with the Group's organizations of interest.

These tactics must be appropriate and incorporated throughout the process of developing a Human Richness product or service.



5.8. Our approach

The strategy is framed in a human rights and business approach that seeks the participation and full development of diverse communities and people throughout the company's value chain. It is also inserted in the approach of human development, driven by the strategies of organizational talent, with which it seeks to enhance the work skills of all the people who are part of the organization. ✨

Overall, it incorporates a territorial approach that encourages decentralizing conversations and practices, thus enabling the necessary actions for on-site engagement with communities, respecting their practices, traditions, and worldviews. The strategy is based on an intersectional perspective that makes it possible to identify that inclusion/exclusion varies when multiple markers of difference are crossed by gender identity, sexual orientation, ethnic belonging, disability, age, nationality, among others.



These approaches resonate with our cultural principles:

- “Life first”: all lives matter.
- “We listen respectfully and speak clearly.”
- “We are one team”: the DEIB is built collectively by all people.
- “Passion for excellence”: being a respectful and inclusive person with diversity also impacts the human being in its professional dimension.




5.9. Theory of change

Integrating diversity, equity, inclusion, and belonging into our organization will help us contribute to a community-friendly energy transition. This respect will positively impact on the people who work in our organization and the entire value chain, resulting in competitiveness, productivity and innovation to fulfill the organization's superior purpose: to be energy that transforms.




5.10. Products and services

They correspond to the actions that contribute to people approaching the Human Richness Strategy in a comprehensive way. To design these products and services, it is necessary to consider:

- Whenever it is required to design or implement an initiative with a human richness approach, it must be framed within one or more of the four strategic lines. This will allow them to be oriented towards the outcome indicators and targets. Always inform the Human Richness team about these initiatives, as their support will be essential. 
- Use the Ecopetrol Group's culture statement as a guiding element of the messages within the products or services to be designed. This will allow us to connect human richness with the essence of who we are.
- Always measure the initiative impact. Standards always recommend this practice to implement improvement actions or enhance their results.
- Always use inclusive language in communication. For this, the ***Inclusive Language and Communication*** recommendations should be followed. This applies to graphic representations.

5.11. Our channels

If you have any questions or concerns, contact the Corporate Vice President of Organizational Talent of Ecopetrol S.A Human Richness team, or write to the email conexiondiversa@ecopetrol.com.co. 

In cases of workplace harassment meant to instill fear, intimidation, distress, or harm; lead to demotivation; or pressure someone to resign due to mistreatment, persecution, or discrimination, contact the Workplace Coexistence Committee, at the email address comitedeconvivencia@ecopetrol.com.co.

In situations of discrimination or conduct that violate the principles of the Code of Ethics and Conduct such as discrimination, gender-based violence and any conduct that violates respect as one of the fundamental principles of the code of ethics and conduct, go to any of the following channels:


Web portal <http://lineaetica.ecopetrol.com.co>

Bogota: 310 315 8600, ext. 43900

Some of these situations can be too confusing! If you don't know what to do or if you know what happened to someone else, get general guidance or advice from the Ethics Office: 310 315 8600 ext. 59052 (Tuesday and Friday, 8 a.m. to 12 p.m.).



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*Our
energy*

